

**SKILLS FRAMEWORK FOR HEALTHCARE
SKILLS MAP - ASSISTANT NURSE CLINICIAN**

Sector	Healthcare		
Track	Nursing		
Occupation	Nurse		
Job Role	Assistant Nurse Clinician		
Job Role Description	<p>An Assistant Nurse Clinician is responsible for evaluating the care delivered to the patients and providing assistance to reinforce the standard practices in accordance with the organisation policies and guidelines. S/He is also responsible in providing supervision and guidance to junior nurses and nursing students to ensure that optimal care is delivered to meet the desired patient outcomes and experiences.</p> <p>S/He operates in a wide variety of settings such as acute care, primary care, community hospitals, integrated care and long-term care facilities.</p> <p>S/He should be clinically competent, a good team player, analytical, resourceful, persuasive and purposeful. S/He should possess leadership capabilities.</p>		
Critical Work Functions and Key Tasks / Performance Expectations	Critical Work Functions	Key Tasks	Performance Expectations (For legislated / regulated occupations)
	Manage patient-centred care	Deliver evidence-based care of patients with complex clinical conditions in collaboration with inter-professional teams	In accordance with: • Nurses and Midwives Act (Chapter 209)
		Manage admission, transfer and discharge of complex cases	
		Manage transition of care coordination within and between teams and across settings for complex cases	
	Engage patient in management of health conditions	Review self-management plans to empower patients, family members and caregivers to facilitate participation in own health management	
		Provide oversight on and evaluate implementation of individualised health education plans	
	Provide emergency care	Lead in medical emergencies or crisis situations	
		Anticipate early signs and/or deterioration of patients' conditions using appropriate physiological assessments and observation data	
	Participate in quality and patient safety activities	Lead clinical risk and quality improvement initiatives activities	
		Maintain an environment and climate conducive to positive patient outcomes and workplace safety	
		Review current practices to identify areas for quality and/or clinical practice improvement to maintain standard of care	
		Provide support to nurses in collaborating with inter-professional teams in implementing recommended quality improvement interventions	
Provide clinical supervision	Maintain an environment conducive for effective learning for students and new nurses		
	Enable staff to assume responsibilities for patient care with delegation, support and coaching		

		Evaluate clinical performance of nurses		
Skills and Competencies	Technical Skills and Competencies		Generic Skills and Competencies	
	Care Transition in Nursing	Level 4	Communication	Intermediate
	Change Management	Level 4	Decision making	Intermediate
	Clinical Governance	Level 4	Developing People	Intermediate
	Clinical Services Development	Level 3	Resource Management	Intermediate
	Clinical Teaching and Supervision	Level 3	Leadership	Intermediate
	Effective Communication in Nursing	Level 4		
	Emergency Care Management in Nursing	Level 4		
	Emergency Response and Crisis Management	Level 4		
	Health Education Programme Development and Implementation	Level 4		
	Infection Prevention and Control in Nursing Practice	Level 4		
	Inter-professional Collaboration	Level 3		
	Learner Assessments	Level 3		
	Medication Management in Nursing	Level 4		
	Mobility and Ambulation Assistance in Nursing	Level 4		
	Nursing Care for the Deceased	Level 4		
	Nursing Manpower Planning	Level 3		
	Nursing Productivity and Innovation	Level 3		
	Nursing Research and Statistics	Level 4		
	Nutrition and Fluids Management in Nursing	Level 4		
	Patient Care Delivery in Nursing	Level 4		
	Patient Empowerment on Self-care	Level 4		
	Professional, Legal and Ethical Healthcare Practice	Level 4		
	Programme Delivery	Level 3		
Quality Improvement and Safe Practices	Level 4			
Respiratory Care in Nursing	Level 4			
Service Quality Management	Level 3			

	Workplace Safety and Health	Level 2		
	Wound Management in Nursing	Level 4		
Programme Listing	For a list of Training Programmes available for the Healthcare sector, please visit: www.skillsfuture.sg/skills-framework/hc			